

ASSISTANT SUBJECT LEADER OF ENGLISH (KS3/4)

Salary: MPR/UPR plus TLR2a
Contract: Permanent, Full Time
Start Date: 1st September 2025



Information for Candidates

www.unity.blackpool.org.uk

WELCOME TO UNITY ACADEMY



Welcome to Unity Academy Blackpool and thank you for your interest in the post of Assistant Subject Leader of English at Unity. This booklet is designed to give you some information about the role, department, school and trust but we would always encourage you to come along and see us in action! We hope this information is helpful to you.

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WELCOME FROM THE HEAD



It has been my pleasure to lead Unity Academy since April 2017 but beyond that I feel privileged to have been able to work with our children and staff since September 2013 when I arrived here.

Unity is a family school. We work together collectively to support our children, many of whom have specific and complex backgrounds. Our strap line 'In Unity, we Succeed' is not just words, this is how we operate across the academy. Many of our children face challenges, that is why we are lucky to have a strong and large team of staff to support our young people.

We have recently worked hard to respond to feedback from inspectors and have produced the biggest and most comprehensive offer of CPD support that we can to support our children. Please take the time to look through our CPD offer when considering us as your next employer.

Unity is a great place to work and has a very special feel and culture, words don't do us justice. Please see details on the last page of this booklet to arrange a visit and spend some time with our wonderful staff and students.

Stephen Cooke
Headteacher



THE UNITY FAMILY



"I want to thank every and each one of the teachers that have ever helped me on my journey towards my goals! Thank you for always believing in me, for pushing me towards bigger opportunities, for the patience and help you have demonstrated and for the laughter and fun you have filled me with!"

Y11 Leaver, 2023

"The staff at Unity are exceptionally welcoming and friendly. The Unity team cares about the welfare of their staff and students which shows in morale and also the environment we work in"

New staff member 2024



OUR COMMITMENT TO YOU

Staff development is at the heart of our ethos at Unity Academy and we prioritise supporting the development of staff very highly. Our CPD offer is enclosed alongside this application pack so that you can see the offer we are making to you. Each week you will be given the opportunity to share ideas and thoughts about pedagogy and practice alongside culture and mindset through our deliberate practice sessions. This is supported by specific offers for current and aspiring middle leaders and extensive online platforms.

Leadership Potential

This post represents an ideal opportunity for a candidate eager to develop their teaching career in a supportive school where professional development is of utmost importance. This post will report to the Head of English who is an experienced member of the team at the academy. The academy makes use of a range of Arbinger Outward Mindset tools and approaches to support all staff in their development. We have provided the full structure for the department in subsequent pages.





WHAT ARE WE LOOKING FOR?

Our children deserve the best, they need staff who are caring and empathetic but above all absolutely committed to removing barriers to learning and ensuring children are successful. We are seeking a colleague who is keen to learn and develop as a teacher and to support our children both through delivering high quality lessons but also providing positive support to children.

Unity Academy is a team, we work together to ensure that children are supported, happy and successful. We also work hard to ensure that staff are supported, happy and successful. We are looking for someone who wants to work as part of a team and will embrace that ethos as ultimately when we work together we are successful - In Unity, we succeed.

We are looking for someone who is committed to their own professional development and wants to progress within their career. We will support you with progression opportunities both within the academy and across the trust.



WHAT ARE WE LOOKING FOR?

We would welcome applications from ECTs or experienced teachers. A full and comprehensive package of training, mentoring and coaching will be provided. Unity Academy has a supportive staff team who work together to ensure that the school motto is clearly articulated and we demonstrate that 'In Unity, we Succeed'.

Unity Academy is an all through school and as such an awareness of curriculum coverage across all phases of education is required, although the main remit of this role will be teaching children in Y7 through to Y11. The successful candidate will be required to teach English to GCSE level. This post represents an excellent professional development opportunity for any teacher at our academy as we continue our journey to being the best we can be.

ABOUT UNITY ACADEMY



Unity Academy is an all through school for children aged 2-16 serving a large part of central Blackpool. Students travel to the academy from across Blackpool. Many of our students live in areas of high deprivation and most children are eligible for pupil premium funding. Whilst many of our children have challenges, our job as an academy is to overcome these and to ensure that children are supported to be successful in all that they do.

The academy motto is 'In Unity, we Succeed'. This is more than words, this is how we operate as an academy - we work together and when we work together we are successful.

It is no secret that at the last inspection of the academy, the overall judgement was requires improvement. We recognise that there are improvements to make and have already begun to make these as recognised in a recent HMI monitoring visit. As part of these improvements we have completed staff training through Trauma Informed Schools UK and through Arbinger Outward Mindset. We are beginning a programme of work alongside the authors of 'When the Adults Change, Everything Changes' shortly in order to fully develop a model of relational approaches to behaviour across the academy.

We have also worked hard to improve our understanding of essential knowledge within curriculums and improved our offer of training for all. Please spend some time looking at the CPD offer so you can see the full extent of our offer to you.

ABOUT THE DEPARTMENT



The English department at Unity benefits from a wide range of experience among its members. It is led by the Head of English, and supported by an Assistant Subject Leader of English. We are also currently recruiting for a colleague to lead Reading at KS3/4. In addition to this, there are 3.4 full-time English teachers, as well as Deputy and Assistant Headteachers who contribute to the delivery of English.

Students are taught a wide range of texts throughout their time at Unity. From the timeless tragedies of Ancient Greece, to the works of Shakespeare, and equally challenging and exciting modern texts. Our curriculum is an equaliser, and our passion and enthusiasm evident across the department for all to see.

Students are taught in mixed-ability groups. In Key Stage 4, students receive four hours of teaching in Year 10 and five hours in Year 11 for the next academic year. Year 11 students currently study AQA GCSE English Language and Literature. However, in Year 10, students will study Eduqas for English Language and AQA for Literature. The department has five dedicated classrooms within the school and is well-resourced to ensure maximum student learning.

Many colleagues in the department have progressed into their current roles after joining the academy as ECTs. This progression and the development of our teachers are aspects we are especially proud of.

ABOUT THE ROLE



We are seeking to appoint an **Assistant Subject Leader of English** to support the leadership of the English department. This post will support the Head of English in leading the necessary improvements within the English department. This post will take specific leadership responsibilities within the English department as agreed at appointment.

As part of our current improvement plan, we have made securing improvements in outcomes at key stage 4 our number one priority. The additional leadership responsibility attached to this role supports this by helping to further develop the curriculum and outcomes in both English Language and English Literature.

Fylde Coast Academy Trust (FCAT) was established in 2012. Our trust aims to ensure first class learning opportunities for all young people across the Fylde Coast and across Lancashire. The trust has grown and we are a team of 10 academies with primary, secondary and all through as well as our Central Services and School Improvement team.

Staff development is a significant priority for our trust. We want you to thrive and enjoy your role, as well as form strong foundations for development in your career in education.

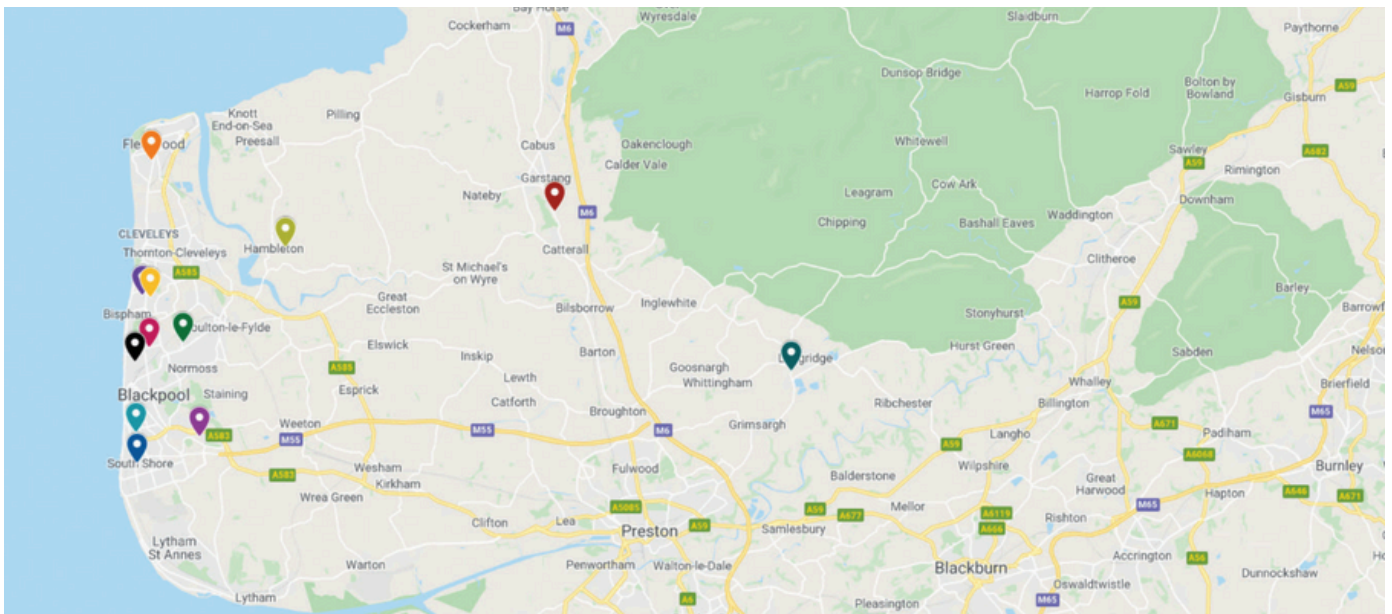
As a Multi-Academy Trust we work in partnership across our family of schools and with educational institutions locally to foster collaboration and knowledge sharing, which is critical to our culture of continuous improvement.

Our values of excellence, integrity and resilience guide us to be the best we can be. Learners are at the heart of what we do and their outcomes and successes are what drive us.



Our schools are based within Blackpool, Garstang and Hambleton. There is a good motorway link to our schools via the M55.

We have many staff who live in Blackpool, Garstang and Hambleton and across the Fylde coast, as well as many colleagues who travel from Preston, Lancaster, Chorley, Ribble Valley, Bolton and surrounding areas; many of which are within a 30-60 minutes commute.



Development Reviews

In response to feedback from our annual staff survey, new for this year, we have introduced Development Reviews.

Staff said that they would like more opportunities to catch up with their manager to support them in their job role and for these conversations to lead to practical outcomes that help colleagues resolve problems and do their best in their job role.

Development Reviews are ongoing, open, supportive, two-way conversations between a colleague and their manager held 3-6 times a year. This could be to discuss and help with:

- something you would like to focus on that will help you and others in work;
- how you would like to support department/phase, school or trust improvement priorities;
- overcoming a day to day challenge you have in work;
- building on certain knowledge, skills or abilities you would like to develop;
- an area of your job description you would like to focus on;
- addressing and improving your wellbeing.

The conversations are future focused on your planned next steps and how this will help you, your colleagues, your team, pupils/students to do things better and how you would like to be helped/supported along the way.

Staff feedback from trials this year said:

“I like the format of the development review and the fact it helps to directly link your development actions with the school priorities”.

“There is a real sense of shared goals and keeping up to date with progress. Not just discussed once or twice a year. Being able to implement something and see it through with the support of my line manager”.

Developing and Implementing an Outward Mindset

Arbinger's outward mindset workshops have been run with many different professions across the world- whether in the private, public, or third sector. Here in the UK, Arbinger works with nationally recognised companies and NHS trusts, and more recently with the Royal Navy, RAF, and MoD.

Outward mindset has been implemented in education in a number of countries around the world, with established programmes in Romania, Singapore, and the US. Outward mindset in UK schools has been growing over the past few years, and FCAT is now at the forefront of this innovation.

You will have the opportunity to complete CPD to learn more about outward mindset and how this can help you in your teaching role, working with colleagues and students as well as your personal life.

Trauma Informed UK

You will have the opportunity to complete CPD to support you in implementing trauma informed practice. A trauma informed school is one that is able to support children and teenagers who suffer with trauma or mental health problems and whose troubled behaviour acts as a barrier to learning.

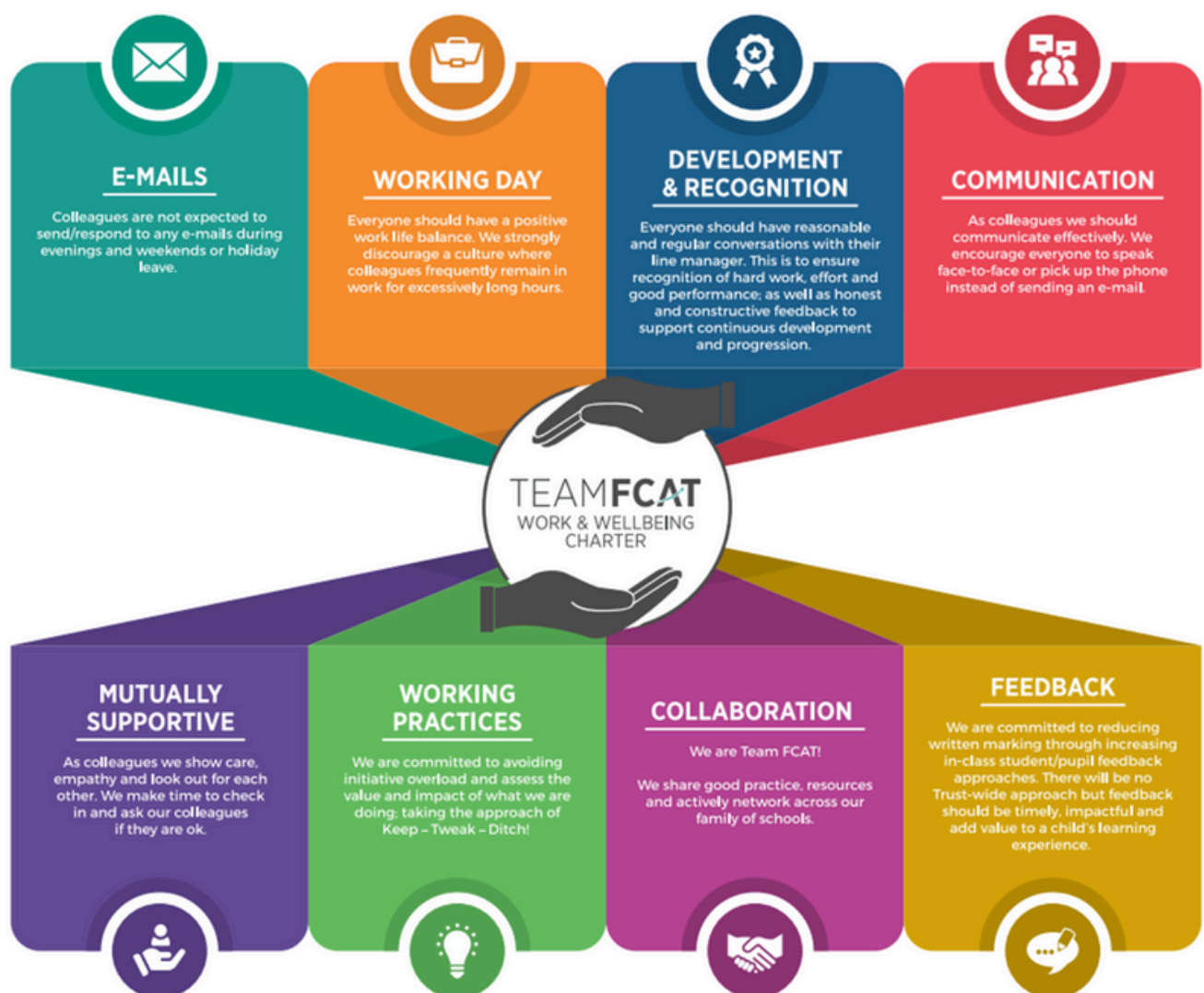
BENEFITS AND PERKS

Why choose FCAT?

- ✓ Ongoing CPD including New - Developing and Implementing an Outward Mindset
- ✓ **New** - Automatic annual pay progression for all teachers
- ✓ **New** - 25% discount for FCAT in house Breakfast and After School Club provisions
- ✓ Term time employment for support staff, supporting longer holidays
- ✓ 24/7 access to free health support services via Smartclinic including physiotherapy, online GP, counselling, CBT and much more.
- ✓ Cycle to work scheme
- ✓ Free annual flu vaccine
- ✓ Blackpool Council travel discount
- ✓ Childcare voucher scheme
- ✓ Free eye tests
- ✓ Membership of the Teachers' Pension Scheme (TPS) with employer contributions above 20% or Membership of the Local Government Pension Scheme (LGPS) - employer contributions above 16%
- ✓ A number of staff perks, clubs and socials happening across our trust that you can sign up for or join in e.g. walking/reading clubs, on site car washes etc. You don't need to work in that school to join in, you are welcome along, from across the trust.

The Fylde Coast Academy Trust is committed to equality of opportunity for all. Fylde Coast Academy Trust is fully committed to safeguarding and promoting the welfare of all learners, staff and visitors. All staff will be carefully selected using recruitment and selection procedures designed to emphasise our commitment to safeguarding. All posts, including volunteers, are subject to enhanced DBS clearance.

A few years ago our work and wellbeing staff group created our Team FCAT Work and Wellbeing Charter. This encourages and reminds us all to think about how we can help and support each other every day to improve our working practices, wellbeing and work-life balance.



HOW TO APPLY

Please complete the online application form at www.fcat.org.uk including a supporting statement. This supporting statement should be no more than two sides of A4.

For any information regarding the position or the school or to arrange a visit to Unity Academy please contact Mrs. K. Linney, Headteacher's PA who will be happy to assist you.

Closing date/time:

10AM on 10th February 2025

Interview/Selection day:

25th February 2025



CONTACT US



unity.blackpool.org.uk



01253 355493



k.linney@unity.fcat.org.uk



Warbreck Hill Road, FY2 0TS